GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

Labour Factories Boilers & Insurance Medical Services Department – The Andhra Pradesh Shops and Establishments Act, 1988 – Exemption to the Best Price Modern Wholesale, Walmart India Private Limited Stores located at Visakhapatnam, Rajahmundry, Vijayawada, Guntur, Tirupati and Kurnool to open during 11:00 PM to 6:00 AM for loading/unloading of stocks, receiving materials, palletization, display of stocks and billing – Exemption from Section 15 of the Andhra Pradesh Shops and Establishments Act, 1988 for a period of one (1) year from 28.02.2025 to 28.02.2026 – Orders – Issued.

LABOUR, FACTORIES, BOILERS & INSURANCE MEDICAL SERVICES(Lab-I) DEPARTMENT

G.O.RT.No. 224 Dated: 03-09-2025

Read the following:

1. G.O.Rt.No.182, LFB&IMS (Lab.I) Department, dated 29.02.2024.
2. From Walmart India Pvt. Ltd., Letter dated 04.12.2024.
3. Govt. Memo No.LAE01-LAC0CLAB(MISC)/78/2023, dated 23.01.2025.
4. From the Commissioner of Labour, A.P., Vijayawada, Lr.No.I/9914513/ 2025, dated 20.03.2025.

ORDER:

In the reference 4th read above, the Commissioner of Labour, Andhra Pradesh, has stated that the Management of M/s. Walmart India Pvt. Ltd., New Delhi requested for extension of exemption under Section 15 of the Andhra Pradesh Shops and Establishments Act, 1988 pertaining to night working operations between 11:00 PM and 6:00 AM for activities such as loading/unloading of stocks/materials, receiving the stocks/materials, palletization, display of stocks and billing and the same has been granted for one year vide reference 1st cited and requested for continuation of the same for one more year.

2. The Commissioner of Labour, Andhra Pradesh, has recommended the Government that the exemption already granted through the G.O. 1st cited be extended for a further period of one year.

3. After careful examination, Government have decided to permit the Management of M/s. Walmart India Pvt. Ltd**.** to open its Best Price Stores located at six (6) places i.e. at Visakhapatnam, Rajahmundry, Vijayawada, Guntur, Tirupati and Kurnool between 11:00 PM and 6:00 AM to perform the loading and unloading of stocks/materials, receiving the stocks/materials, palletization and disply of stocks and night billing through the Walmart under Section 15 of the Andhra Pradesh Shops and Establishments Act, 1988 for a period of one year with effect from 28.02.2025 to 28.02.2026, subject to the conditions specified below.

4. Accordingly, the following notification will be published in the Extra-ordinary issue of the Andhra Pradesh State Gazette:

NOTIFICATION

In exercise of the powers conferred under sub-section (4) of Section 73 of the Andhra Pradesh Shops and Establishments Act, 1988 (Act No. 20 of 1988), the Government of Andhra Pradesh hereby grants exemption to Best Price Modern Wholesale, Walmart India Private Limited, for its stores located at Six(6) places i.e. at Visakhapatnam, Rajahmundry, Vijayawada, Guntur, Tirupati and Kurnool, to perform loading/unloading of stocks/materials, receiving the stocks/materials, palletization and display of stocks, and night billing during the hours of 11:00 PM to 6:00 AM for a period of one (1) year from 28.02.2025 to 28.02.2026 under Section 15 of APSE Act, 1988 , subject to the following conditions:

1. Retail enterprise is a "shop" as defined under Section 2(21) of the Andhra Pradesh Shops and Establishments Act, 1988.
2. Retail enterprises shall be allowed to stay open every day of the year, provided that the employees are given compensatory, compulsory weekly holidays on a preferential basis without any deduction of benefits, monetary and otherwise. A list of such holidays for a month shall be displayed on notice boards in advance.
3. Working hours of employees shall not exceed 8 hours per day and 48 hours per week. Manpower deployment details shall be included in the application for registration by the employer, which is now online under the Integrated Registration Act, 2015.
4. Overtime records shall be maintained in wages register separately in respect of the employees who worked beyond normal working hours and Wages for overtime shall be paid to all eligible employees at twice the ordinary rate of wages.
5. Employees working on a national, festival or other holiday shall be given a compensatory holiday with wages at twice the ordinary rate of wages for work on a holiday. Compensatory holiday to such employees shall be given within 30 days from the date of holiday.
6. Retail enterprises shall be allowed to operate between 6:00 AM and 11:00 PM IST, with employees working in at least two shifts with a minimum of one-hour changeover period, subject to the condition that the employer shall furnish the shift wise employee details specifying weekly holiday for each of the employees.
7. Employment of women shall be permitted in all shifts, subject to the enterprises ensuring safe and secure working environment and secure conveyance from workplace to place of residence. The employer shall be solely responsible for ensuring the above till women employees reach respective place of residence.
8. Retail enterprises are allowed to offer part-time employment subject to the working hours for part time employees being expressly specified. Minimum per hour Wages Act. Retail unit cannot engage more than 25% of its employees as part time employees. This would be subject to the enterprises strictly adhering to laws regarding child labour and other similar applicable laws.

9. Wages and any other remuneration of all employees shall be paid only by way of remittance in the bank account of the employee.
10. All employees will be provided with appointment letters and a copy shall be furnished on line, to the Inspector having jurisdiction.
11. EPS & ESI contributions of both employee as well as employer shall be remitted every month.
12. Retail enterprises are allowed to maintain record like wages register, muster roll in respect of the employees in electronic form which shall be accessible online to the inspector under the Act.

5. The exemption granted under Para (4) above of this order may be revoked at any time without prior notice or assigning any reason, if warranted in public interest and safety.

6. The Commissioner of Labour, Andhra Pradesh, shall take further necessary action accordingly.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

M.V.SESHAGIRI BABU
SECRETARY TO GOVERNMENT (FAC)

To:
1) The Commissioner, Printing, Stationery & Stores Purchase, A.P., Vijayawada for publication in the Extraordinary issue of Andhra Pradesh Gazette).
2) The Commissioner of Labour, Andhra Pradesh, Vijayawada.
3) All the District Collectors, through the Commissioner of Labour, A.P., Vijayawada.
4) The Secretary to Government, Industries & Commerce Dept., Velagapudi.
5) The Director, Industries & Commerce, Mangalagiri.
6) The Andhra Pradesh Chambers of Commerce & Industry, Chamber Road, Gandhi Nagar, Vijayawada.

Copy to:

1) The Secretary to Government of India, Ministry of Labour & Employment, Shram Shakti Bhavan, New Delhi.
2) The OSD to Hon'ble Minister (LFB&IMS), Government of Andhra Pradesh
3) The P.S. to Secretary to Government (FAC), LFB&IMS Department.
4) Stock file/Spare.

//FORWARDED :: BY ORDER//

SECTION OFFICER